

**City of El Segundo 2014 Salary and Benefits Survey  
Firefighters' Association (FFA)**

Survey Agency	BASE SALARY (MONTHLY)			ANNUAL LEAVE					SPECIAL COMP (BENCHMARK DATA)***							MAX EDUCATION/LONGEVITY				RETIREMENT (CLASSIC)				SALARY INCREASES (JULY-JUNE)			HEALTH INSURANCE					
	MIN	MID	MAX	Max Sick Leave Hours	Annual Sick Leave Cashout	Max Vac Hours	Annual Vacation Cashout	Holiday Hours	Paramedic Assign(A) or Cert (C)	Hazmat Assign(A) or Cert(C)	EMT-1 Cert	Education Incentive (BA)	Longevity (19 or 20 yrs)	BA + 20 yrs TOTAL	Salary plus BA/20 yrs	Education Incentive (Max)	Longevity (Max)	Max Edu/Longevity TOTAL	Salary + Edu/Long MAX	Tier I	Tier II	Tier I EPMC	Tier II EPMC	2012-13	2013-14	2014-15	PEM HCA agency?	Med + Dent + Vis (Max Cont.)	Retiree Medical (Max Contribution)			
<b>FIRE CAPTAIN</b>																																
El Segundo	\$7,593	\$8,389	\$9,186	144	144 hrs @50%	288	Eff 10/14: up to 288	144	\$855	C	\$244	C	\$0	\$1,059	\$2,200	\$3,259	\$12,445	\$1,629	\$3,177	\$4,806	\$13,992	3@55	N/A	EE:9% (+3%ER)	N/A	0%	0.8%	N/A	Yes	\$1,264	\$1,264	
Culver City*	\$9,145	\$9,145	\$9,145	144	50% hrs>720 100% hrs>1080	288+12hrs each yr>20	Hrs>2x annual accr.	144	\$457	C	N/A	-	\$640	\$366	\$0	\$366	\$9,511	\$549	\$0	\$549	\$9,694	3@55	3@55	EE:9%	EE:9%	1%	3%	2%	Yes	\$1,422	Tiered after 7/1/11	
Hermosa Beach	\$6,881	\$7,834	\$8,787	144	Hrs>242	288	Hrs>360	144	\$714	C	N/A	-	\$176	\$879	\$712	\$1,591	\$10,378	\$879	\$1,151	\$2,030	\$10,817	3@55	2@50	EE:9%	EE:9%	3%	3%	3%	No	\$900	\$350	
City of LA	\$8,985	\$9,500	\$10,015	96 + 40@75% and 20@50%	Hrs>1088	200	N/A - cap	104 PTO	\$477	A	\$368	A	\$249	\$300	\$0	\$300	\$10,315	\$300	\$0	\$300	\$10,315	Non-PERS/EE: 7%-11% based on tier				1%	2%	4%	No	\$1,244	\$300 max	
LA County	\$7,758	\$8,443	\$9,128	144	Up to 72 hrs	240	Hrs>480	Hrs>264	\$1,506	A	\$456	A	\$1,004	\$0	\$0	\$0	\$9,128	\$0	\$0	\$0	\$9,128	Non-PERS/EE: 6.3%-13.4% based on age+tier				0%	2%	4%	No	\$1,633	up to 100%	
Manhattan Beach	\$9,296	\$9,773	\$10,249	144	72hrs/yr to vac.	360	N/A - cap	96	\$1,855	C	\$62	A	\$0	\$1,537	\$0	\$1,537	\$11,786	\$1,537	\$0	\$1,537	\$11,786	3@55	N/A	EE:9% (+3%ER)	N/A	9%	3%	2.5%	Yes	\$1,619	\$400	
Redondo Beach**	\$7,148	\$7,322	\$7,496	144	\$1032/yr bonus	216	up to 216	144	\$225	C	N/A	-	\$225	\$450	\$1,349	\$1,799	\$9,295	\$600	\$1,649	\$2,249	\$9,745	3@55	3@55	EE: 3% ER Cost Share EE: 4.5% +3%ER	EE: 4.5% +3%ER	0%	0%	N/A	No	\$1,221	Tiered after 7/1/11	
Santa Monica	\$8,841	\$9,878	\$10,915	144	Up to 144 hrs	288	N/A - cap	144	\$1,253	A	\$300	A	\$529	\$673	\$0	\$673	\$11,588	\$673	\$0	\$673	\$11,588	3@55	N/A	EE: 6.58% ER Cost Share	N/A	3%	3%	N/A	No	\$2,260	RHS trust (\$151/mo for each active ee)	
Torrance	\$5,902	\$6,538	\$7,174	108	Hrs>440	288	up to 288	96	Renewal Fees	C	\$502	A	\$134	\$1,076	\$1,901	\$2,977	\$10,151	\$1,076	\$2,439	\$3,515	\$10,689	3@50	3@50	EE: 0%	EE:9%	0%	2%	2%	Yes	\$1,336	\$250	
<b>Average :</b>	\$7,995	\$8,554	\$9,114	139		269			\$370	\$660	\$495	\$1,155	\$10,269		\$702	\$655	\$1,357	\$10,470					2%	2%	3%		\$1,454					
<b>Variance :</b>	-5.29%	-1.96%	0.79%	3.57%		6.75%			-	37.65%	77.49%	64.55%	17.48%		56.92%	79.39%	71.77%	25.17%					-	-	-		-15.06%					

<b>FIRE ENGINEER</b>																															
Survey Agency	MIN	MID	MAX	Max Sick Leave Hours	Annual Sick Leave Cashout	Max Vac Hours	Annual Vacation Cashout	Holiday Hours	Paramedic Assign(A) or Cert (C)	Hazmat Assign(A) or Cert(C)	EMT-1 Cert	Education Incentive (BA)	Longevity (19 or 20 yrs)	BA + 20 yrs TOTAL	Salary plus BA/20 yrs	Education Incentive (Max)	Longevity (Max)	Max Edu/Longevity TOTAL	Salary + Edu/Long MAX	Tier I	Tier II	Tier I EPMC	Tier II EPMC	2012-13	2013-14	2014-15	PEM HCA agency?	Med + Dent + Vis (Max Cont.)	Retiree Medical (Max Contribution)		
El Segundo	\$6,573	\$7,260	\$7,947	144	144 hrs @50%	288	Eff 10/14: up to 288	144	\$740	C	\$211	C	\$0	\$916	\$1,902	\$2,818	\$10,765	\$1,409	\$2,748	\$4,157	\$12,104	3@55	N/A	EE:9% (+3%ER)	N/A	0%	0.8%	N/A	Yes	\$1,264	\$1,264
Culver City*	\$7,952	\$7,952	\$7,952	144	50% hrs>720 100% hrs>1080	288+12hrs each yr>20	Hrs>2x annual accr.	144	\$398	C	N/A	-	\$557	\$318	\$0	\$318	\$8,270	\$477	\$0	\$477	\$8,429	3@55	3@55	EE: 9%	EE: 9%	1%	3%	2%	Yes	\$1,422	Tiered after 7/1/11
Hermosa Beach	\$5,595	\$6,368	\$7,140	144	Hrs>242	288	Hrs>360	144	\$714	C	N/A	-	\$143	\$714	\$578	\$1,292	\$8,432	\$714	\$935	\$1,649	\$8,789	3@55	2@50	EE:9%	EE:9%	3%	3%	3%	No	\$900	\$350
City of LA	\$7,224	\$7,866	\$8,507	96 + 40@75% and 20@50%	Hrs>1088	200	N/A - cap	104 PTO	-	-	\$368	A	\$249	\$255	\$0	\$255	\$8,762	\$255	\$0	\$255	\$8,762	Non-PERS/EE: 7%-11% based on tier				1%	2%	4%	No	\$1,244	\$300 max
LA County	\$6,560	\$7,140	\$7,719	144	Up to 72 hrs	240	Hrs>480	Hrs>264	\$1,274	A	\$386	A	\$849	\$0	\$0	\$0	\$7,719	\$0	\$0	\$0	\$7,719	Non-PERS/EE: 6.3-13.4% based on age+tier				0%	2%	4%	No	\$1,633	up to 100%
Manhattan Beach	\$7,990	\$8,399	\$8,808	144	72hrs/yr to vac.	360	N/A - cap	96	\$1,594	C	\$62	A	\$0	\$1,321	\$0	\$1,321	\$10,129	\$1,321	\$0	\$1,321	\$10,129	3@55	N/A	EE:9% (+3%ER)	N/A	9%	3%	2.5%	Yes	\$1,619	\$400
Redondo Beach**	\$6,010	\$6,159	\$6,307	144	\$1032/yr bonus	216	216	144	\$189	C	N/A	-	\$189	\$378	\$1,135	\$1,513	\$7,820	\$505	\$1,388	\$1,893	\$8,200	3@55	3@55	EE: 3% ER Cost Share EE: 4.5% +3%ER	EE: 4.5% +3%ER	0%	0%	N/A	No	\$1,221	Tiered after 7/1/11
Santa Monica	\$7,494	\$8,373	\$9,252	144	Up to 144 hrs	288	N/A - cap	144	\$1,253	A	\$300	A	\$529	\$673	\$0	\$673	\$9,925	\$673	\$0	\$673	\$9,925	3@55	N/A	EE: 6.58% ER Cost Share	N/A	3%	3%	N/A	No	\$2,260	RHS trust (\$151/mo for each active ee)
Torrance	\$5,509	\$5,648	\$6,197	108	Hrs>440	288	up to 288	96	Renewal Fees	C	\$434	A	\$134	\$930	\$1,642	\$2,572	\$8,769	\$930	\$2,107	\$3,037	\$9,234	3@50	3@50	EE: 0%	EE:9%	0%	2%	2%	Yes	\$1,336	\$250
<b>Average :</b>	\$6,741	\$7,238	\$7,735	139		269			\$331	\$574	\$419	\$993	\$8,728		\$609	\$554	\$1,163	\$8,898					2%	2%	3%		\$1,454				
<b>Variance :</b>	-2.55%	0.30%	2.66%	3.57%		6.75%			-	37.37%	77.95%	64.76%	18.91%		56.75%	79.85%	72.02%	26.48%					-	-	-		-15.06%				

<b>FIREFIGHTER</b>																																	
Survey Agency	MIN	MID	MAX	Max Sick Leave Hours	Annual Sick Leave Cashout	Max Vac Hours	Annual Vacation Cashout	Holiday Hours	Paramedic Assign(A) or Cert (C)	Hazmat Assign(A) or Cert(C)	EMT-1 Cert	Education Incentive (BA)	Longevity (19 or 20 yrs)	BA + 20 yrs TOTAL	Salary plus BA/20 yrs	Education Incentive (Max)	Longevity (Max)	Max Edu/Longevity TOTAL	Salary + Edu/Long MAX	Tier I	Tier II	Tier I EPMC	Tier II EPMC	2012-13	2013-14	2014-15	PEM HCA agency?	Med + Dent + Vis (Max Cont.)	Retiree Medical (Max Contribution)				
El Segundo	\$5,433	\$6,155	\$6,878	144	144 hrs @50%	288	Eff 10/14: up to 288	144	20% max	A	\$183	C	\$0	\$793	\$1,646	\$2,439	\$9,317	\$1,219	\$2,378	\$3,597	\$10,475	3@55	N/A	EE:9% (+3%ER)	N/A	0%	0.8%	N/A	Yes	\$1,264	\$1,264		
Culver City	\$4,762	\$5,838	\$6,914	144	50% hrs>720 100% hrs>1080	288+12hrs each yr>20	Hrs>2x annual accr.	144	15%	A	N/A	-	\$484	\$277	\$0	\$277	\$7,191	\$415	\$0	\$415	\$7,329	3@55	3@55	EE: 9%	EE: 9%	1%	3%	2%	Yes	\$1,422	Tiered after 7/1/11		
Hermosa Beach	\$4,676	\$5,323	\$5,969	144	Hrs>242	288	Hrs>360	144	19.6%	A	N/A	-	\$119	\$597	\$483	\$1,080	\$7,049	\$597	\$782	\$1,379	\$7,348	3@55	2@50	EE:9%	EE:9%	3%	3%	3%	No	\$900	\$350		
City of LA (FF II)	\$5,210	\$6,029	\$6,847	96 + 40@75% and 20@50%	Hrs>1088	200	N/A - cap	104 PTO	17.6%	A	\$368	A	\$271	\$205	\$585	\$790	\$7,637	\$205	\$585	\$790	\$7,637	Non-PERS/EE: 7%-11% based on tier				1%	2%	4%	No	\$1,244	\$300 max		
LA County	\$4,432	\$5,456	\$6,479	144	Up to 72 hrs	240	Hrs>480	Hrs>264	16.5%	A	\$324	A	\$713	\$0	\$556	\$556	\$7,035	\$0	\$556	\$556	\$7,035	Non-PERS/EE: 6.3-13.4% based on age+tier				0%	2%	4%	No	\$1,633	up to 100%		
Manhattan Beach	\$6,170	\$6,835	\$7,500	144	72hrs/yr to vac.	360	N/A - cap	96	18.1%	A	\$62	A	\$0	\$1,125	\$0	\$1,125	\$8,625	\$1,125	\$0	\$1,125	\$8,625	3@55	N/A	EE:9% (+3%ER)	N/A	9%	3%	2.5%	Yes	\$1,619	\$400		
Redondo Beach**	\$4,442	\$4,902	\$5,362	144	\$1032/yr bonus	216	216	144	17.6%	A	N/A	-	\$161	\$322	\$965	\$1,287	\$6,649	\$429	\$1,180	\$1,609	\$6,971	3@55	3@55	EE: 3% ER Cost Share EE: 4.5% +3%ER	EE: 4.5% +3%ER	0%	0%	N/A	No	\$1,221	Tiered after 7/1/11		
Santa Monica	\$6,343	\$7,087	\$7,831	144	Up to 144 hrs	288	N/A - cap	144	16%	A	\$300	A	\$529	\$673	\$0	\$673	\$8,504	\$673	\$0	\$673	\$8,504	3@55	N/A	EE: 6.58% ER Cost Share	N/A	3%	3%	N/A	No	\$2,260	RHS trust (\$151/mo for each active ee)		
Torrance	\$4,195	\$4,774	\$5,353	108	Hrs>440	288	up to 288	96	15%	A	\$375	A	\$134	\$803	\$1,419	\$2,222	\$7,575	\$803	\$1,820	\$2,623	\$7,976	3@50	3@50	EE: 0%	EE:9%	0%	2%	2%	Yes	\$1,336	\$250		
<b>Average :</b>	\$5,029	\$5,780	\$6,532	139		269			16.93%				\$301	\$500	\$501	\$1,001	\$7,533	\$531	\$615	\$1,146	\$7,678					2%	2%	3%		\$1,454			
<b>Variance :</b>	7.43%	6.09%	5.03%	3.57%		6.75%			-				-	36.92%	69.56%	58.95%	19.15%	56.45%	74.12%	68.13%	26.70%					-	-	-		-15.06%			

\*Flat rate; One step only

\*\*Highest Step not including longevity

\*\*\*Dollar Amount for Special Pays based upon compensation at highest step not including longevity (except for Max Longevity/Education columns)

\*Flat rate; On